

DD/A Registry

File

Personnel-18

DD/A 76-0398

26 January 1976

MEMORANDUM FOR: Management Advisory Group

ATTENTION : Mr. [REDACTED]

SUBJECT : Employment of Supergrade and Other Annuitants

STATINTL

REFERENCE : Memo to DCI fr [REDACTED] for MAG dtd
28 Jul 75, same subject (DDA 75-3541)

STATINTL

Don:

1. Based on referent MAG memorandum, certain statistics were compiled by the Director of Personnel which have been made available to MAG. Because those statistics did not seem to bear out the concern that inordinate numbers of rehired employees, particularly supergrades, were returned to service with the Agency on a contract basis, it was suggested that perhaps an employee notice could be published to advertise this fact.

2. The consensus here indicated that an employee notice was not appropriate to advise personnel generally of the status of the rehiring of annuitants. Supervisors in each Directorate are in the best position to respond to questions relating to the reasons for and the numbers of rehired annuitants. A brief statement concerning the utilization of retirees, however, appeared on the employee bulletin board for one week (copy attached).

3. In terms of action taken, the DDA has indeed reviewed the Agency lists of rehired annuitants. Speaking for this Directorate, we have taken direct action as follows:

A memorandum dated 22 August 1975 (copy attached) was sent to all Office Directors asking that all requests for hiring annuitants of any type be submitted through the DDA office for review. Through this mechanism, each case is reviewed on its merits and we have indeed limited the period of time that an annuitant might be

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employed. For example, one Office requested the use of an individual for one year and the DDA concurred in his utilization for a six-month period. In another case, an individual had been requested for a one-year period; the approval for 90 days was given. These are merely examples and not a compilation of actions we have taken. Indeed, in a number of cases Office requests were turned down.

4. As I noted to you, the DDO has a large number of retired annuitants. Reasons for this are justifiable in terms of (a) a statutory requirement to review OSS files for declassification and, (b) the need for knowledgeable annuitants to work on Rockefeller, House and Senate Committee work.

5. In summary, we do not feel it advisable to issue an employee bulletin on this subject and, indeed, action has been taken to carefully review the need for rehired annuitants on a case by case basis, at least within the DDA. I am certain that the other Directorates are critically re-viewing their hiring of retirees, particularly in view of increasingly stringent budget constraints.

STATINTL


Executive Officer, DDA

Attachments
Reference
Bulletin Board Notice
DD/A 75-3959

Distribution:
Orig & 1 - Adse. w/atts
① - DDA Subject w/atts
1 - DDA Chrono w/o atts
1 - RFZ Chrono

STATINTL

EO-DDA/:nh (26 Jan 76)

DID YOU KNOW . . .

Retirees represent a unique wealth of experience and background. Some of them, including certain ones who were supergrades at the time of their retirement, have been asked to continue their association with the Agency in order to complete programs in which they were involved. Others are engaged in the writing of historical and research papers, the review of OSS files for declassification, translating foreign language documents, etc. Certain retirees have been asked to remain in their same assignment pending the identification of a qualified replacement to assume their duties.

The purpose of utilizing such retirees is not to circumvent T/O strengths or to reduce in any manner the opportunity for advancement of employees but, rather, to meet a specific need in each instance.

DDA Registry
File *[Signature]*

DD/A 75-3959

22 AUG 1975

MEMORANDUM FOR: Director of Communications
Director of Finance
Director of Joint Computer Services
Director of Logistics
Director of Medical Services
Director of Personnel
Director of Security
Director of Training

SUBJECT : Hiring of Annuitants

1. The large number of retirements in June and July resulted in a number of actions toward continuing the retiree in a contractual status. While individually I can find no fault in the contracts that have been executed, when looked at on the whole the number takes on additional significance.

2. In view of the above, I am asking that all requests for hiring annuitants of any type be submitted through this office without exception.

/s/ John F. Blake

John F. Blake
Deputy Director
for
Administration

Distribution:

- 1 - ea. adse.
- ① - DDA Subject
- 1 - RFZ Chrono
- 1 - JFB Chrono
- 1 - DDA Chrono

STATINTL

EO-DDA/ [REDACTED] :nh (21 Aug 75)